



Hidden Acres' Mission Statement: *A place set apart to encounter Jesus.*

Summer Camp Goal: *Supporting the local church by using camp experiences to equip students to serve and lead wherever they go.*

Summer Staff Definition of Success: *Keep campers safe, and open the door for the gospel.*

A variety of leadership opportunities exist for Summer Staff at Hidden Acres. There are three main categories of leadership positions; Quad Leaders, Apprentices, and Interns. Specific Job Descriptions are below!

Quad Leader and Apprentices

All quad leaders and apprentices must be **over 18**, a high school graduate and preference is given to those who have experience in their specific field. Those in Quad Leader and Apprentice roles will gain experience in ministry, mentorship, conflict management, and many other leadership skills. Leading as a quad leader or apprentice will also provide the opportunity to sharpen both job specific skills and interpersonal skills, which can be a valuable resource for the future.

Equine Apprentice - The Equine Apprentice will work closely with our Barn Management Staff to care for horses and prepare them for daily use. They will help maintain the horse trails, pastures, and barn area. The apprentice may also be asked to drive a tractor and run equipment. They will work with the department supervisor and Specialist Intern to lead and encourage the staff on their team. This apprentice will receive valuable experience in horse handling, teaching horse lessons, barn maintenance, daily barn operations, and preparing remote camp-away locations.

Food Service Apprentice - The Food Service Apprentice will be responsible for leading a team of Summer Staff members in preparing, cooking, and serving food to campers and guests. They will be expected to lead the preparation, implementation, and clean-up of meal shifts without supervision. They will work with the department supervisor and Specialist Intern to lead and encourage the staff on their team. This apprentice will gain valuable experience running a meal shift, cooking large quantities of food and dessert, leading a kitchen team, leading a dishroom team, and promoting efficiency.

Questions?

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Maintenance Apprentice - The Maintenance Apprentice will work closely with the full time maintenance team to lead a team of maintenance specialists tasked with physically caring for the camp's grounds, facilities, equipment, and various other projects. They will also interact with campers by working at the tower (includes climbing tower, zipline, & giant swing) or slide during the afternoon. They will work with the department supervisor and Specialist Intern to lead and encourage the staff on their team. The maintenance apprentice will gain valuable experience in the upkeep of buildings and property, leading a team, prioritizing projects and jobs, and delegating tasks amongst team members.

Program Apprentice - The program apprentice will be responsible for leading a team of Summer Staff members in preparing and executing a variety of camp activities. They will be responsible for organizing the programming specialist's schedules, creating a waterfront schedule, and assembling supplies and equipment for speciality camps. They will work with the department supervisor and Specialist Intern to lead and encourage the staff on their team. This apprentice will gain valuable experience leading a team, creating schedules, and coaching campers and staff in a variety of activities.

Quad Leader - A Quad Leader is a Senior Counselor who is also responsible for the discipleship of the counseling staff assigned to them in quad groups. Quad Leaders will spiritually lead the counselors within their quad through regular 1-on-1's, quad meetings, and community-building activities. Quad Leaders are responsible for creating a healthy staff culture within their quad through encouragement, conflict management, and modeling servant-leadership.

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The Intern Team

All interns must be at least one year post-high school and are expected to be present for all of Staff Training, Summer Camp, and Grow Teams (May 24-August 14).

Hidden Acres interns are our Summer Staff's highest level of leadership. Interns will each be mentored by the Summer Ministries Team and will meet with a member of the team weekly. They will work together on the Intern Team to help plan and facilitate all areas of our summer program. The team will meet daily to organize and analyze the program. Each intern will be given a specific "focus". This focus will define that intern's key areas of leadership and service. All interns will be responsible for leading Summer Staff throughout staff training, summer camp, and Grow Teams.

Interns will gain experience in ministry, team leadership, mentorship, conflict management, self-direction, practical skills (kitchen work, maintenance, programming, organization), and countless other leadership skills. The summer will also provide many opportunities for connections with different ministries and ministry leaders, which can be a valuable resource when looking for ministry positions in the future. Interns are also able to receive college credit for their internship if needed.

Lead Ministry Intern - This intern is responsible for leading the Intern Team as they plan, organize, and oversee the whole of summer programming. This intern will seek ways to support and encourage interns every day. They will implement the program by assigning tasks, solving problems, creating schedules, and preparing for future activities. They will be responsible for overseeing the overall health and culture of the entire Summer Staff. They will resolve conflict, help struggling staffers, and enforce staff policies.

Counseling Intern - This intern is responsible for the immediate needs of the counselors. They will mentor, oversee, train, and equip counselors. This intern will seek ways to support and encourage counselors by organizing cabin assignments, mediating conflict, preparing for campers with special needs and offering support while at camp, enforcing staff policies, and being present throughout the day, including helping to facilitate games.

High School Ministry Intern - This intern is responsible for overseeing the T3 and AW programs throughout the summer. They will create and manage schedules that include unique games and activities for the campers, as well as nightly chapel services. They will also coordinate cleaning and meal schedules with housekeeping and kitchen staff. They will be responsible for mentoring and overseeing staff members, mediating conflict, and enforcing camp policies within these programs.

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Specialist Intern - This intern is responsible for the immediate needs of the specialists. They will work alongside and oversee specialists. They will be responsible for mentoring staff members, assisting apprentices, planning staff activities, mediating conflict, and enforcing staff policies.

Day Camp Intern - This intern will travel with Day Camp counselors during Day Camp weeks. They are responsible for meeting the immediate needs of Day Camp counselors, coordinating with the host church during the event, picking up and dropping off staff from host homes, etc. Additionally, this intern will be responsible for overseeing all programming elements of the Day Camp, including transportation, games, chapels, crafts, activities, schedules, and cabin assignments. This will include planning, preparing, organizing, and delegating responsibilities to other Day Camp staff members. They will also be responsible for mentoring Day Camp staff members, mediating conflict, leading staff Bible studies, assisting struggling campers, and enforcing staff policies.

Chapel Intern - This intern will be responsible for planning and facilitating all chapel services during the summer. This includes conducting auditions for worship teams, assembling bands for both younger and older camps, facilitating practices, and leading worship in chapel. The intern will prepare setlists, slides, and tech needs for chapel, and will be responsible for the care and maintenance of all chapel equipment. They will also be responsible for supporting our chapel speakers while they are here at camp.

Other - Create your own internship. If you would like to do an internship that doesn't line up with something we currently offer, please email Annika Reed (annika.reed@hacamps.org) with your internship requirements. We would be happy to work with you to try to help meet your educational and professional needs while working at Hidden Acres.

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